

Topic	Offerings	Description	Contact Information	Frequency/Specific Dates	Curriculum Development
<i>Office of Faculty</i>					
Leadership	Junior Faculty Leadership Program	The Junior Faculty Leadership Program (JFLP) is a voluntary cohort program offered by the Office of Faculty Development (OFD) designed for School of Medicine faculty members who are at the level of Instructor or Assistant Professor and with less than 4 years at rank. The goal of this program is to provide junior faculty with the opportunity to build professional and leadership skills and to think proactively about their future roles as leaders in academic medicine.	Office of Faculty Development Sydney Vargas (syvargas@jhmi.edu)	Annually, Jan - July	
Leadership	Leadership Development Program	The Leadership Development Program (LDP) is a Johns Hopkins Medicine (JHM) sponsored leadership development initiative designed to foster diversity and inclusion in our future leaders. Our mission is to develop an understanding of effectiveness in the organizational culture, prepare for the challenges of health care reform, strengthen bonds and communication among and between faculty and administrators, and advance leaders in the organization.	Carolyn Cook (carolyncook@jhu.edu)	Annually, by invitation	
Leadership	LPWF	The Leadership Program for Women Faculty (LPWF) will serve as a vehicle to achieve this mission, by providing female faculty at the Instructor, Assistant and Associate Professor level, important skills necessary for advancement at the JHUSOM.	Office of Women in Science and Medicine (OWISM) Joanne Drake (jdrake5@jhmi.edu)	Annually, Sept - May	
Leadership	EWLP	The OWISM in collaboration with the Office of Faculty Development established a new program in 2012 entitled Emerging Women's Leadership Program (EWLP). This new program was developed to begin to provide important and cohesive networking opportunities for our junior Assistant Professors and Instructors. Our hope is that early identification of women leaders will result in retention and promotion of our talented junior female faculty and will ultimately lead to an increase in women in leadership roles at the SOM.	Office of Women in Science and Medicine (OWISM) Joanne Drake (jdrake5@jhmi.edu)	Annually, Jan - Sept	
Leadership	Mary Elizabeth Garrett Executive Leadership for Women Faculty Program	The MEG ELWF program will enrich the skill set of women prepared for the highest level of leadership roles across the Johns Hopkins institutions. Like the JHM LDP, the MEG ELWF will be the pipeline of JHM institutional women leaders.	Office of Women in Science and Medicine (OWISM) Joanne Drake (jdrake5@jhmi.edu)	Inaugural year - 2018	
<i>Office of Women in Science and Medicine</i>					
Leadership	OWISM Annual Event	Each year the OWISM will host an annual event and presentation of the Vice Dean's award. Each event will be unique. Events will highlight the achievements of women faculty at the SOM, or will showcase successful women from other arenas. The Vice Dean's Award for the Advancement of Women will be awarded to an individual who has demonstrated commitment to recruitment, mentoring and advancement of women faculty at the School of Medicine. Nominations will be solicited from the faculty, and the award recipient will be selected by an OWISM review committee.	Office of Women in Science and Medicine (OWISM) Joanne Drake (jdrake5@jhmi.edu)	Late Spring/Early Summer	
<i>Talent Management</i>					

Leadership	Hopkins Essentials	New supervisors and new-to-Hopkins supervisors. Based in all 12 JH leadership competencies.	Leadership Development learning@jhu.edu		
Leadership	Supervisor Development Program and the Manager Development Program	New and developing supervisors and new and developing managers. Based in all 12 JH leadership competencies	Leadership Development learning@jhu.edu		
Leadership	Effective Meetings in Half the Time	Time is a commodity. Time wasted in unproductive meetings is a drain on most organizations. Meetings must be focused, interesting, productive, and effective. This workshop provides leaders and managers with tools and a variety of highly effective meeting management techniques that can help to reduce the amount of time required for problem solving and decision-making. These techniques and tools can be used for standing meetings, shorter-term project team meetings, strategic business planning as well as emergency problem solving meetings. Your participants will notice the difference. Learn about the various roles of leaders and facilitators. Understand the personal and organizational barriers to running effective meetings. This workshop will include: meeting planning tools, a profile of common thinking styles, and ideas on how differing personalities can be a positive force for creativity and productivity. Learn about the stages teams go through as they develop. Techniques and tools such as the PART, Visible Agenda/Planning Sheet, Problem Statement, If-Then Chart and Decision Matrix will be practiced. Bring just yourself or your entire team.	Carolyn Cook (carolyncook@jhu.edu)	Annually, Feb	
Leadership	Becoming a Conflict Competent Leader	Dealing effectively with conflict is difficult for leaders and followers alike. Some try to avoid conflict and wish it would go away, while others tend to get angry and lash out at others in ways they regret later. Poorly managed conflict creates enormous costs in the form of wasted time, turnover, and lawsuits. How can we assess how we currently handle conflict and develop the skills we need to deal with conflict more effectively? This course examines the sources of conflict in organizations, and probes the special nature of traditional adversarial roles, hierarchy, and special interests within an organization. Through case studies, role-plays, and examples shared in class, participants investigate effective methods for reaching satisfactory agreements. The Conflict Dynamics Profile is administered to provide the individual with greater self-knowledge of personal style. Using small-group activities, participants develop and practice effective conflict resolution strategies.	Carolyn Cook (carolyncook@jhu.edu)	Annually, June	

Leadership	Executive Certificate in Health Care Leadership and Management	In this innovative certificate program spanning two weekends in October, participants learn essential leadership and management skills, and develop an evidence-based understanding of how to lead for highly reliable performance in the health care environment – all while earning continuing education credits. For health care professionals, including physicians, researchers, nursing leaders, policy makers, pharmacists and health care managers who want to lead with impact and drive innovation in their health care organization. https://carey.jhu.edu/uploads/executive_education/CME_CE_accreditation.pdf	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu		Share knowledge, strategic insight, and cutting-edge research with world-class faculty at the Johns Hopkins Carey Business School, Armstrong Institute of Patient Safety and Quality, and the School of Medicine.
Leadership	Seminars in the Management Competencies	For both experienced and rising managers, seminars in management competencies cover skills and strategies to support the performance of your organization, your employees and yourself. Whether a new competency has been added to your plate or you could simply use new insights and approaches, these seminars provide research-based strategies that can be put to immediate use.	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu	Varied -multiple times per year	http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/strategic-conflict-management http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/effective-selection-and-hiring-strategies http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/strategic-negotiation http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/finance-for-the-non-financial-manager http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/big-data-artificial-intelligence http://carey.jhu.edu/exec-ed/programs-for-individuals/management-competencies/cross-cultural-negotiation
Leadership	Strategic Team Leadership	Research clearly indicates that the whole is often worse than the sum of the parts—at least in the absence of strategic team leadership.	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu	Varied -multiple times per year	This seminar serves individuals at all career stages, as well as rising managers who want to improve their team leadership skills. Since all teams require leadership, participants with all areas of expertise may benefit from this course.
	Strategic Conflict Management				

Leadership	Leading Organizational Change	<p>Transform your capability to act powerfully and courageously in your life, in your work, and in the world.</p> <p>Experience “in vitro” four simple frameworks (Change Kaleidoscope, Immunity to Change, Open Space Technology and System Diagnostics) to harness the power of systems to deal with change challenges.</p>	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu	Varied -multiple times per year	<p>This seminar serves individuals looking to:</p> <ol style="list-style-type: none"> 1) gain clarity about their current “theory of change” by exploring a personal change paradigm 2) learn how we get in the way of our own ways of personal transformation 3) understand the difference between individual versus systemic change and fight the old “lone ranger” change paradigm 4) join a learning community of colleagues in the critical inquiry on the work of personal and organizational transformation, to get involved, to make your voice heard in service of your change initiative.
Leadership	Leadership in Action	<p>Leadership in Action and its immersive experiential approach will allow you to do deep work, learn from the other, and gain significant traction on your own challenges.</p> <p>This is not about simulations. It’s about real progress on real issues that will help you grow as a person so you can move your organization forward. It’s about starting to transform your capability to act powerfully and courageously in your life, in your work, and in the world.</p>	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu	Varied -multiple times per year	<p>This seminar serves individuals at all career stages, as well as rising managers who want to improve their ability to make real change happen in their organizations. Business managers, Operations managers and Human Resource managers and practitioners will benefit from this course.</p> <p>While the course helps people in a wide variety of organizations, functional areas, and leadership experiences, it is particularly helpful to:</p> <p>Individuals who feel thwarted in the attempt to lead their organization through change</p> <p>Teams wrestling with implementing or accelerating change initiatives</p> <p>People who seek to enhance their own capacities for exercising leadership</p>

Leadership	High Reliability Leadership	<p>Manage the complex cognitive and emotional challenges of delivering reliable performance day after day.</p> <p>Effective leadership is critical in any organization, but especially for organizations where highly reliable performance is absolutely essential. High reliability organizations – organizations where consistent, exceptional performance is a must, and the cost of failure is high – span many different industries and settings (including healthcare, emergency response and safety, energy industries, military operations, and public service, among others).</p>	Contact the Office of Executive Education at 410-234-9363 or carey.execed@jhu.edu	Varied -multiple times per year	Highly reliable performance is of increasing value in all organizations, and is particularly important in environments where failures of leadership can have drastic consequences. This course will benefit leaders at all levels who wish to develop their capacity for leading a highly reliable team, unit, or entire organization. Participants in the medical/healthcare, public safety, energy, or public service/government sectors may particularly benefit from this course.
<i>University at Large</i>					
Leadership	Essentials for Transformative Leadership	Mid-career Physician, Nurse, and Administrative Leaders who would like more in depth training in the leadership skills required for the transformation of the health system from FFS to value	LaKeasha Wormley, MA Sr. Academic Coordinator Master of Health Administration and Executive Education lwormley@jhu.edu 410-614-2188	Annually, Four 2-day sessions beginning September and ending in November	Objectives: At the conclusion of this Leadership Institute, participants will be able to: Develop new approaches to health care delivery systems based on the principles of value-based performance and a framework of community health improvement.
Leadership	Lead Cohort	Informal leadership roles	odrequest@jhmi.edu		Establishing Relationships; Inspiring and Motivating Others; Demonstrating Emotional Intelligence; Communicating Effectively; Holding Self & Others Accountable
Leadership	Management Cohort	Newly promoted newly hired supervisors and managers	odrequest@jhmi.edu		Establishing Relationships; Developing Talent; Inspiring & Motivating Others; Demonstrating Emotional Intelligence; Acting with Integrity; Managing & Championing Change; Communicating Effectively; Promoting Diversity & Inclusion; Holding Self & Others Accountable
Leadership	Director Cohort	Directors, Senior Directors, and Administrators	odrequest@jhmi.edu		Establishing Relationships; Developing Talent; Demonstrating Emotional Intelligence; Acting with Integrity; Acting Strategically; Managing & Championing Change; Navigating Organizations; Promoting Diversity & Inclusion; Enabling Innovation through Creativity; Holding Self & Others Accountable; Inspiring & Motivating Others; Communicating Effectively